

- Any power driven machinery with the exception of lawn and garden machinery in domestic service or around a private residence;
- Any place where sleeping accommodations are furnished, except where physically separated from sleeping areas;
- Any place where alcoholic liquors are sold and served for consumption on the premises, except where at least 50 percent of gross sales are from other than alcoholic beverages.
- Any occupation prohibited by sections 294.040 and 294.043, RSMo.

Work Hours

14 and 15 year-old youth may not be employed during the school year for more than three hours on any school day or for more than eight hours on any non-school day. They may not work more than six days a week.

Youth may be employed:

From Labor Day to June 1

- up to 3 hours on a school day;
- up to 8 hours on a non-school day;
- no more than 6 days a week;
- between 7 a.m. and 7 p.m.

From June 1 to Labor Day

- up to 8 hours a day
- up to 6 days or 40 hours a week
- between 7 a.m. and 9 p.m.



These times are consistent with the Federal Wage and Hour Administration. Under federal law, however, 14 and 15 year olds may only work 18 hours in a school week.

Minimum Wage

Certain employers are required to comply with the provisions of the Missouri minimum wage law. For more information concerning covered employees, please contact the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102.

References

Please refer to the Missouri Child Labor Laws (Chapter 294, RSMo) and the federal guide to Child Labor Provisions, No. 101.

This pamphlet is based on the Missouri child labor law and federal laws.

For more complete information, please refer to the following sources of information:

Missouri Department of Labor
and Industrial Relations
DIVISION OF LABOR STANDARDS
P.O. Box 449
Jefferson City, MO 65102-0449
573-751-3403
Fax: 573-751-3721

E-mail: laborstandards@dolir.mo.gov
www.dolir.mo.gov/lis

RELAY MISSOURI SERVICE

Voice User Calling A Hearing/Speech Impaired User
1-800-735-2466 (VOICE)
Hearing/Speech Impaired User Calling A Voice User
1-800-735-2966 (TDD)



Youth Peddling Warning:

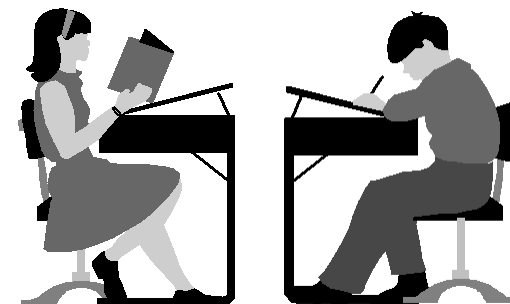
Employment of youth under the age of sixteen in any occupation considered to be door-to-door sales, or in any other kind of "street occupation", is prohibited. The prohibition does not apply to charitable entities (church, school, scouts, etc.).

Many of Missouri's children are exploited for monetary gain. If you or someone you know is involved in youth peddling or door-to-door sales, please protect them by contacting the Division of Labor Standards. Ask if the employer is operating legally, or for a list of guidelines to follow to protect youth involved in these activities.

DIVISION OF LABOR STANDARDS INFORMATION SERIES

MISSOURI Child Labor Law

Missouri Department of Labor
and Industrial Relations
DIVISION OF LABOR STANDARDS



Child Labor Law Summary

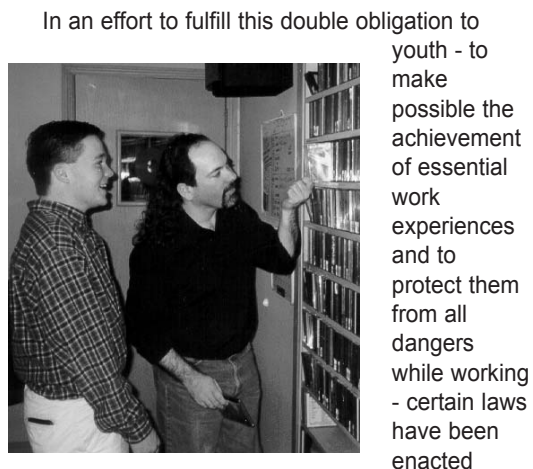
Why Child Labor Laws?

Each year, many of our youth are injured on the job. The law assists our children with remaining safe in their workplaces. It also assists our youth in obtaining quality educations they would not receive if they were overworked, or working in hazardous situations. For more information on a free program available to employers to insure their workplaces are safe, contact the On-Site Consultation program of our Division at the number on the back of this brochure.

The hiring of youth is good business.

Young people are ready to learn and anxious to obtain work experience. Capitalizing on their assets and reducing problems in the employment of young workers is a challenge to each of us. Work habits that young people learn in their early years may last a lifetime.

Equally essential in providing these job experiences is the protection of youth from exploitation, physical danger and interference with their formal education.



which establish appropriate standardized working conditions for minors. The essential ingredients of these laws are included in this pamphlet. For more complete information, refer to the sources listed.

Under age 14

No child under 14 years of age may be employed or permitted to work at any occupation at any time except as otherwise provided in statutes (section 294.021, RSMo).

Work Certificates

Employment of 14 and 15 year-old youth is limited to certain occupations under conditions, which do not interfere with their schooling, health or well-being.

Young persons under 16 can work in regular jobs during the school term if they first get a work certificate.

Certificates to work are issued by local public school officials. The certificates contain such information as the student's name, home address, age and school and the days and hours during which the student may be employed.

They may accept summer jobs without a work certificate. However some businesses may require a certificate. One is available for summer employment from the school district superintendent.

Work certificates are issued by the district superintendent. The youth must provide:

- Written consent of the parent or guardian for the job described (for children under 16);
- A certificate from the principal of the school which the child attends or has attended showing the grades of school work completed (for children under 16);
- Proof of age (birth certificate or other document).

The original approved work certificate is to be transmitted to the employer.

A copy of the work certificate must be sent by the issuing officer to the employer and the Division of Labor Standards. The employer must keep the certificate on file for two years. Upon termination of children under 16, the work certificate must be returned immediately to the issuing officer.

A child under 16 years of age may work in the entertainment industry if the director of the Missouri Division of Labor Standards issues the child a work permit.

Where youth can and cannot work

A person 14 or 15 years of age may be employed in:

- Office and clerical work (including use of office machines);
- Cashiering, selling, modeling, art work, work in advertising departments, window trimming and comparative shopping;
- Price marking and tagging by hand or by machine, assembling orders, packing and shelving;
- Bagging and carrying out customer's orders;
- Clean-up work and maintenance of grounds, including use of power mowers in domestic service or around a private residence;
- Kitchen work and other work involved in preparing and serving food and beverages. This does not include cooking or the use of hazardous equipment in cooking and baking such as power slicers, grinders or dumbwaiters;
- Work in connection with cars and trucks if confined to courtesy service, car cleaning, washing, and polishing. Not included is operation of any motor vehicle or use of pits, racks or lifting apparatus involving inflation of any tire mounted on a rim equipped with a removable retaining ring or involving the lifting of the vehicle hood;
- Cleaning vegetables and fruits, and wrapping, sealing, labeling, weighing, pricing and stocking goods when performed in areas physically separate from where meat is prepared for sale and outside freezers or meat coolers.

A person under 16 years of age cannot be employed in:

- Any occupation considered to be door-to-door sales, or in any other kind of "street occupation", is prohibited. The prohibition does not apply to charitable entities (church, school, scouts, etc.).
- Any hazardous employment;